

# Alexander County



## Summary of Benefits

Alexander County Local Government has a comprehensive compensation program. In addition to salary, an employee of Alexander County enjoys an excellent benefits package to include the following:

**Health Insurance** – Employees medical and dental 100% paid. Spouse and family coverage is available at employee expense.

**Health Insurance For Retirees** – Employees who are eligible to retire through the Local Government Employees Retirement System and have 20 years of service to Alexander County will receive paid medical and dental to age 65. After age 65, the county pays for Medicare Supplement.

**Local Government Retirement System** – 6% of salary, county matches a percentage of payrolls. The handbook is available on the county website.

**Basic Life Insurance** - \$12,500 for each employee at employee cost of .29 cents per pay period.

Additional coverage optional:

\$10,000 = \$1.52 per pay period

\$20,000 = \$3.05 per pay period

\$30,000 = \$4.57 per pay period

\$40,000 = \$6.09 per pay period

\$50,000 = \$7.62 per pay period

Dependant coverage of \$5,000 - .85 cents per pay period

**Sick Leave** – 8 hours per month

### Annual Leave:

| <u>Years of Service</u> | <u>Hours Per Month</u> | <u>EMS Leave</u> | <u>Hours Per Month</u> |
|-------------------------|------------------------|------------------|------------------------|
| Less than 2             | - 7.83 hrs             | Less than 2      | - 11.50 hrs            |
| 2 to 5                  | - 9.17 hrs             | 2 to 5           | - 13.50 hrs            |
| 5 to 10                 | - 11.17 hrs            | 5 to 10          | - 15.50 hrs            |
| 10 to 15                | - 13.17 hrs            | 10 to 15         | - 17.50 hrs            |
| 15 to 20                | - 15.17 hrs            | 15 to 20         | - 19.50 hrs            |
| 20 +                    | - 17.17 hrs            | 20 +             | - 21.50 hrs            |

**Child Involvement Leave** – 4 hours per year (January 1 – December 31)

**Holidays** – 11 paid holidays:

- New Year's Day
- Martin Luther King, Jr. Birthday
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving (two days)
- Christmas (two days)

**Longevity Pay Bonus** – 1.5 percent on 5<sup>th</sup> anniversary growing each year by one tenth percent to a maximum of 4 percent.

**Employee Assistant Program** – Counseling service is available to all County employees and eligible dependants to assist in the treatment of any problems affecting work performance. Services are provided in a private and confidential setting. The County provides coverage for the first five visits.

**401k and 457 Deferred Compensation** – Plans available at employee option.

**Short Term Disability** – Available at employee option / \$3.78 per pay period. Pays \$100 per week for a maximum of 26 weeks.

**State Credit Union** – Direct deposit available at employee option.

**YMCA Benefits** – Available for employee and family only.

- One Time \$37.50 joining fee

- Employee Only - \$14.07 per pay period

- Family - \$18.81 per pay period

**AFLAC Benefits** – Life Insurance, Disability, Cancer Policies, Intensive care policies, etc. Contact Gary Goble at [gobleins@bellsouth.net](mailto:gobleins@bellsouth.net) or 828-635-6886 within first 30 – days of employment to sign up for benefits.

\* For additional details on benefits, please review the Alexander County policies at [www.alexandercountync.gov](http://www.alexandercountync.gov) (Under Employee Information Section) or contact your Human Resources Department at (828) 632-1132.